



Race Equality Action Plan

GUIDANCE FOR CHAIRS OF COLLEGE POLICY WORKING GROUPS/ AUTHORS OF COLLEGE REPORTS

This guidance has been prepared as part of the College's Race Equality Scheme Action Plan. This was approved by Council in April 2003 when it was agreed that, as part of the General Duty placed upon it under the Race Relations (Amendment) Act 2000, the College will take active steps to eliminate racial discrimination from all College policies, procedures and standards. In order to achieve this the College needs to maintain a system so that all such policies, procedures and standards are routinely examined to ensure that they do not directly or indirectly racially discriminate. The major differences relating to culture should be acknowledged, when appropriate, in all College documents.

This guidance should be followed when policies, procedures and standards are reviewed. This includes College policy, procedures agreed by the Education, Training and Standards Committee (relating to training, appointments and examinations) and any other procedures relating to College activity, such as publications or research. It should be assumed that this template is applicable to all areas of the College. It is anticipated that there will be very few exceptions.

New Chairs of College working groups, including Faculties, Sections and Special Interest Groups, will be sent a copy of this guidance. It will also be forwarded to any committees reviewing College Reports.

In order to ensure that this guidance is embedded into all College structures it has been agreed by the Central Executive Committee that all policies, standards and procedures will be scrutinised by the Special Committee on Ethnic Issues before being forwarded to the Central Executive Committee or the Education, Training and Standards Committee. In order to avoid any additional delay in the approval procedure, members of the Special Committee will be identified to undertake this task between meetings if necessary.

The Special Committee on Ethnic Issues is happy to provide any further advice or guidance on implementing this guidance.

On submission of reports, Working Groups, Faculties, Sections or Special Interest Groups are asked to confirm that they have addressed racial diversity and language issues in their reports. Special Committee on Ethnic Issues would be willing to suggest the names of members with expertise in race or ethnicity in the specialty area if required, but the responsibility lies with the working group to address racial/cultural and language issues in their reports.

Working groups producing or reviewing College policies, standards and procedures should consider the following two issues:

Does the policy, standard, or procedure affect some racial groups differently?

Preparation of the policy: It is expedient to assume that the policy may affect racial groups differently. The Committee or working group should consider whether they have the appropriate expertise amongst their membership. This is to ensure that these issues are raised appropriately and incorporated into the document in a seamless manner. If they require assistance in identifying an additional member with such expertise they should contact the Chair of the Special Committee on Ethnic Issues.

An excellent example of how this should be done can be seen in the College Report CR141 Prison Psychiatry: Adult prisons in England and Wales.

Content of the policy: The working group should consider how any policy, standard or procedure will directly or indirectly affect different ethnic groups when it is published and thus in the public arena. The working group should consider what is already published about different ethnic groups in the particular context of their report.

Is there any public concern that the function or policy in question is causing discrimination?

The College has identified those issues which it considers have caused the most public concern. These are summarised in the Race Equality Statement of Intent (RESI), a copy of which is attached. Working parties should consider whether any aspects of the RESI should be addressed within their report.

The Working Groups should consider how their report will contribute towards meeting the General Duty under the Race Relations (Amendment) Act 2000. This requires the College 'to have due regard in carrying out their functions to eliminate unlawful racial discrimination; promote equality of opportunity; and promote good relations between persons of different racial groups'

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Amended in November 2007